



## Combined Federal Campaign Loaned Executive Program

*Providing a career development pathway for promising Federal employees*

### *Return on Your Investment*

#### **Organizational and Employee Benefits**

- No-Cost Leadership Training Detail for Federal employees
- Opportunities to lead change, lead people, and drive results
- Ability to build coalitions through interagency collaboration between public and non-profit sectors
- Access to strategically manage human, financial, and information resources
- Flexible time commitment, so your leader can stay connected to your agency's Mission

#### **Key Attributes of a Loaned Executive Candidate**

- **Flexibility and Resilience** - Adapts to varied conditions and unexpected obstacles with positivity and persistence.
- **Leverages Diversity through Team Building** – Fosters an inclusive workplace campaign where diversity amongst charities and federal employees is valued and leveraged to achieve the mission of the CFC.
- **Accountability and Partnering** - Holds self and others accountable to measurable high-quality performance; develops public and non-profit sector alliances; collaborates across boundaries to build strategic relationships and achieve common goals; shares in best practices through cross-zone communication forums.
- **Customer Service and Entrepreneurship** - Anticipates and meets the needs of both internal and external customers; delivers high-quality products and services; commits to continuous improvement; positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products or services; takes calculated risks to accomplish organizational objectives.
- **Human, Financial and Technology Management** - Ensures employees are appropriately recruited, trained, and recognized in accordance with the CFC regulations; keeps up-to-date on technological developments; makes effective use of technology to achieve goals; supports access for employees to technology systems.

#### **Responsibilities, Key Tasks, and Time Commitment for Loaned Executive**

- Manage assigned accounts by developing relationships with various federal agency volunteers
- Develop and implement strategies that increase employee access to the program
- Work with OC to schedule, support, and conduct workplace presentations, coordinator trainings, a variety of CFC Events, and attend various leadership meetings
- Spend 50% of their time in the field, and 50% of their time at home agency or working from home on detail
- Regular check-in with CFC Staff and other LE's to review assigned tasks, discuss challenges, and receive new information as provided by OPM or the National Director
- **Position Timeframe** - August through January (hours varying by month based on LE level of commitment)

**Example Schedule:** Aug - Sept 15-20hrs per week; Oct - Nov 30 -40hrs per week; Dec - Jan 20- 10hrs per week